

STONINGTON PUBLIC SCHOOLS

49 NORTH STONINGTON ROAD • P.O. BOX 479 • OLD MYSTIC, CT 06372

PHONE: (860) 572-0506

FAX: (860) 572-8155



BOARD OF EDUCATION: Alexa J. Garvey, Chair; Candace Anderson, Secretary

SUPERINTENDENT
Van W. Riley, Ph.D.

ASSISTANT SUPERINTENDENT
Mary Anne Butler

DIRECTOR OF SPECIAL SERVICES
Allison Van Etten

DIRECTOR OF FINANCE
Gary J. Shettle

TO: Joe Wojtas, The New London Day
FROM: Alexa Garvey, Board Chairwoman
DATE: August 2, 2019
SUBJECT: FOI Request

Enclosed, please find all records responsive to your request for records under the FOIA dated August 2, 2019 regarding Dr. Van Riley. Additionally, please find below additional information you requested:

1. 2019-2020 Salary: \$200,970
2. Evaluation and Summary Statement

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June 13, 2019

Stonington Board of Education

Summative

2018/2019 Summary Statement

Dr. Riley continued to keep our district sound financially and moving forward in a very difficult financial climate in the State of Connecticut. He continues to maintain a strong positive working relationship with his leadership team. This has carried down to a School of Distinction, Elementary Principal of the Year, Unified sports coach of the year for the State of Connecticut and 4 teachers awarded Funds for Teachers grant, assistant superintendent Fulbright award to participate in a conference in Finland. He has developed and maintained a culture of high expectations in our district. He has continued to grow our community partnerships, continuing to add a variety of opportunities for our students. The district graduated 8 students from the EB partnership program with 4 already gainfully employed. The newly expanded partnership with the Mystic Seaport and the Stonington Public Schools Learning Annex demonstrates a continuous growth to address the needs of all our students.

2019/2020 will be another very busy year in our district with all buildings being affected, including central office. The district will implement our consolidation and opening of Stonington Middle School, open two preK-5 buildings, addition of the new Learning Annex, as well as the move of central office. There will be new staffing dynamics with many of our staff being in new buildings and working with new teams. We will need to be cognizant of these stressors on our staff and provide avenues to address morale and climate in our schools during this time of transition.

The board is pleased with the overall performance of the superintendent.

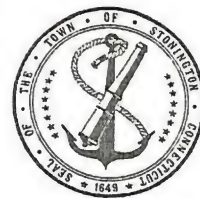
Alexa Garvey
Chairwoman, Board of Education

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March 18, 2019

Dr. Riley,

The BOE met on 3/14/2019 for the mid- year review of goals established in July 2018. Improvement has been observed on both goals. Goals established in July were:

1. Improve communication with the community and community committees.
2. Increase visibility in the schools during the school day and school events.

Increased effective and timely communication with the community and community committees has been observed over the past 6 months. Your efforts to improve communication has been acknowledged and observed by all board members. There has been improved follow through on delegated responsibilities.

Increased visibility in the schools during the school day and at events has increased. The time taken to sit and meet with the high school students was greatly appreciated by the students involved.

The Board is pleased with the increased effective and timely communication by the Superintendent as well as the increased visibility in the schools during the school day.

Alexa Garvey
Chairwoman, Board of Education

Areas of Responsibilities

Community and Board of Education Relations-

- Keeps the Board of Education informed and updated on educational issues and operations of the School District by providing appropriate recommendations and supporting data in a timely fashion
- Provides adequate meeting material and background information
- Responds to communications from staff and community, as appropriate and ensures the adherence and appropriate response through the chain of command
- Invites Board participation in School District activities
- Is an active participant in community affairs
- Articulates educational programs and needs to the community and involves the community in planning and problem solving for the district
- Assists in development, recommendation and administration of policies
- Works with the Board to establish goal, priorities and future plans
- Works in a professional manner with the Board of Education, city officials, community members and the media

A. Community and Board of Education Relations
<input type="checkbox"/> Exceeds Expectations
<input checked="" type="checkbox"/> Consistently Meets and Often Exceeds Expectations
<input type="checkbox"/> Meets and Seldom Exceeds Expectations
<input type="checkbox"/> Sometimes Meets Expectations
<input type="checkbox"/> Does not Meet Expectations
<p>Comments:</p> <p>Strengths:</p> <p>Improved communication with community and community boards.</p> <p>Invites board to participate in School District events</p> <p>An active participant in community affairs and organizations.</p> <p>Improved keeping the board informed about potential issues within our school district.</p> <p>Typically provides adequate information</p> <p>Areas of Opportunities:</p> <p>Involve the community in planning and problem solving for the district.</p> <p>Involve the Board subcommittees in planning and problem solving for the district.</p> <p>Allow time necessary to introduce new ideas providing the board enough time to education themselves and receive adequate information for decision making.</p>

Educational Leadership-

- Serves as the Board of Education's educational leader
- Keeps the focus on student achievement by utilizing research-based best practices related to teaching and learning, student development, organizational development and data management to optimize learning for all students
- Promotes a positive school culture by providing an effective instructional program and designing comprehensive professional development plans for staff
- Works with the Board of Education, staff and community to facilitate the development and implementation of a vision that sets high performance expectations for all students and staff
- Develops and maintains rigorous curriculum development utilizing the talents of the professional staff
- Supports and participates in professional organizations (CAPSS, CABE, AASA)
- Is visible to students, parents and staff in the schools.

Educational Leadership
<input type="checkbox"/> Exceeds Expectations
<input checked="" type="checkbox"/> Consistently Meets and Often Exceeds Expectations
<input type="checkbox"/> Meets and Seldom Exceeds Expectations
<input type="checkbox"/> Sometimes Meets Expectations
<input type="checkbox"/> Does not Meet Expectations
<p>Comments:</p> <p>Strengths:</p> <p>Maintains focus on student achievement</p> <p>Develops and maintains rigorous curriculum development utilizing the talents of the professional staff.</p> <p>Supports and participates in professional organizations</p> <p>Has improved visibility to students, parents and staff</p> <p>Vision for the district which aligns with what is in the best interest of our students setting high performance expectations for all students and staff.</p> <p>Areas of Opportunities:</p> <ul style="list-style-type: none"> • Promote a positive school culture by providing and designing comprehensive professional development plans for staff • Include the BOE, staff, and community as active participants in facilitating a vision.

Superintendent/Staff Relationships-

- Consistent with Board of Education policy and procedure, recruits, hires and retains personnel for the School District who show potential to best meet the needs of all students.
- Develops and executes sound personnel procedures and practices
- Provides a system of support, supervision and consistent evaluation to ensure that certified and non- certified staff are effective
- Develops and maintains a culture of high expectations and fosters positive staff morale and spirit within district
- Makes recommendations to the Board of Education for promotion, discipline and/or dismissal of staff.
- Delegates authority to staff members appropriate to the position each holds
- Involves staff as appropriate in the strategic planning process
- Participates in labor negotiations for personnel and maintains sound collective bargaining relations
- Demonstrates impartiality in personnel matters
- Possesses strong interpersonal skills and effectively collaborates with others

Superintendent/Staff Relationships
<input type="checkbox"/> Exceeds Expectations
Consistently Meets and Often Exceeds Expectations
<input checked="" type="checkbox"/> Meets and Seldom Exceeds Expectations
<input type="checkbox"/> Sometimes Meets Expectations
<input type="checkbox"/> Does not Meet Expectations
<p>Comments:</p> <p>Strengths: Handle difficult personnel issues Delegates authority Participates in labor negotiations for personnel and maintains sound collective bargaining relations. Consistent with Board of Education policy and procedure, recruits, hires and retains personnel for the School District who show potential to best meet the needs of all students? Develops sound practices, keeping student needs in forefront. Develops high culture of expectations</p> <p>Areas of Opportunities: Effective true collaboration with others Provide clear avenue for staff to express concerns or express opinions Foster positive staff morale and spirit within the district Create avenue for all staff members to be provided opportunities to be involved, many times always the same staff being selected.</p>

Business and Finance

- Prepares, advocates for and implements an annual budget that addresses district goals and meets the needs of all students
- Prepares timely and accurate status reports for the Board of Education members regarding the district budget, finances and other fiscal matters
- Develops a fair distribution of resources among various School District programs
- Possesses current knowledge pertaining to the financial requirements of the School District's academic program, operations/facilities and equipment/supplies

Business and Finance
<input type="checkbox"/> Exceeds Expectations
<input checked="" type="checkbox"/> X consistently meets and often exceeds expectations
<input type="checkbox"/> Meets and Seldom Exceeds Expectations
<input type="checkbox"/> Sometimes Meets Expectations
<input type="checkbox"/> Does not Meet Expectations
Comments:
<p>Strengths:</p> <p>Resourceful problem solver. Prepares timely and accurate status reports for the Board of Education members regarding the district budget, finances and other fiscal matters Possesses current knowledge pertaining to the financial requirements of the School Districts academic program, operations/facilities and equipment/supplies</p> <p>Areas of Opportunities: Balance of administration to staffing and student numbers Keep the financial concerns of the state and its effect on towns in the planning process regarding facilities.</p>

Organizational Management -

- Works with the Board of Education, School District personnel and the community to establish goals for action and makes a concerted effort to accomplish such goals
- Oversees the organization and management of the district’s day-to-day operations
- Maintains a safe environment for students and School District personnel
- Works effectively with consultants and committees
- Follows logical sequence and methodology

Organizational Management
<input checked="" type="checkbox"/> Exceeds Expectations
<input type="checkbox"/> Consistently Meets and Often Exceeds Expectations
<input type="checkbox"/> Meets and Seldom Exceeds Expectations
<input type="checkbox"/> Sometimes Meets Expectations
<input type="checkbox"/> Does not Meet Expectations
Comments: Strengths: Maintains a safe environment for students and school district personnel Oversees the organization and management of the district’s day to day operations. Improvement in effectively working with consultants and committees. Logical and goal oriented Areas of Opportunities Utilization of BOE subcommittees

I. Commendations/Recommendations

Improve Communication with Board of Education to provide more timely reports specifically relating visions or planning of new ideas for the district. This may include better utilization of board subcommittees.

Staff and building morale will be important to address over the next year. Every building in our district has changes going on this year, including Central Office. Change is stressful and many concerns will need to be addressed on an ongoing basis.

Ensure all viewpoints are represented in all committees/task forces throughout the district

More detail regarding professional development. Overall plan with goals, opportunities to learn or reinforce skills, mentoring and ability for subject k-12 from different schools to meet and develop goals and issues that staff would like to address. This directly ties in with climate and morale of teachers and buildings.

Continue Visibility in the schools during the day and at events